

DISC Strategic Plan 2017-2021

CLUB VISION

To promote the enjoyment and performance of all forms and all levels of International Skating Union (ISU) ice figure skating and Speed skating.

OUR BELIEFS:

- Ice skating offers fun, friendships, enjoyment and a sense of personal achievement that builds confidence;
- There is a place for everyone;
- We are aspiring to excellence which includes aspiring to be the preminent ice figure skating and speed skating Club in New Zealand;
- We celebrate with pride, all levels of achievement;
- A strong club community supports our members to achieve their personal sporting goals with integrity and fair play.

DISC's 4 Strategic Pillars		
1. GROW MEMBERSHIP OF DISC		KPI 2016-2017/Indicators of Success
<i>Key projects: Support coaches to offer private lessons, offer a group based learning context to support entry and development of DISC skaters, offer</i>		
Create an internal communications and marketing plan		
Develop a stronger website for communication and marketing objectives		
Create and deliver a fun, challenging and supportive environment for skaters		
Develop relevant participation events and programs	Competitions offering a range of activities Club nights Training camps Education seminars Coach development opportunities	Increased conversion from participation to membership Increased attendance Increased retention rate of members and participants Increase in participation Increase in attendance at events
Engage regularly with club members	Club nights Liaise with athlete reps	Increase attendance at events Feedback from the club engagement survey
Educational seminars for skaters and supporters		Increased attendance and hosting
Seek feedback , review and make changes as necessary for programs		Survey baseline – establish a base line and run one every two years
2. GROW A FINANCIALLY SUSTAINABLE CLUB		KPI 2016-2017/Indicators of Success
<i>Key projects fundraising activities, prudent financial decision making, grant applications</i>		
Evidence of Fiduciary & Organisational Control		
Cost control		Annual financial surplus Transparent documentation
Full awareness of spending and the value proposition of key components of the spend		Being able to pay all costs as they fall due
Fundraising		Evidence of strong audit and risk mitigation practices
Application for grants		Evidence of data for building case, strong reporting and regular applications Number of successful applications made
Evidence of strong budget and reporting practices		Evidence of a simple business case approach to funding decisions Evidence of use of simple budgeting and reporting
Evidence of clear protocols grounding club activity		Written policies and standard operating procedures that are openly available to DISC members

3. BE A PREEMINENT ICE SKATING CLUB		KPI 2016-2017/Indicators of Success
Provide a supportive and inclusive environment		Evidence of 'strong club heart'
Quality engagement both on and off the ice Improve the talent development of athletes, coaches and officials		Stakeholder feedback Evidence of strong practices including a robust health and safety system Evidence of a positive organisational reputation across a range of stakeholders
Achieve national and international success Identify and support coaches with performance athletes Identify and support performance athletes		Level of attendance at national and international events Rankings at national and international events Skater performance plan with associated funding
Deliver all activities within a well-managed Health and Safety system		Evidence of health and safety policies, reporting and culture both holistically and for event style projects
Build collaboration with external stakeholders (NZIFSA, NZISS, Australia, etc.)		
4. HOST SUCCESSFUL ICE SKATING EVENTS		KPI 2016-2017/Indicators of Success
<i>Key projects 2017 Otago Southlands, Nationals 2017</i>		
Club Competitions		Establish a club brand that is recognisable Volume of media coverage Participant & stakeholder feedback post event
Tests		Number of events successfully held over the year Pass rate
Ice shows		Numbers of sales to shows Number of skaters participating Volume of media coverage
Use ice skating events to achieve strategic goals 1 & 2		Host successful events (shows and galas) to encourage